



Lutheran Education

SA, NT & WA



INNOVATE **RECONCILIATION** **Action Plan**

May 2017 to May 2019



**RECONCILIATION
ACTION PLAN**

INNOVATE





Cover Artist

Jason Coleman

Student at Crossways Lutheran School
2016

Indigenous Aboriginal and Torres Strait Islander people and Non-Indigenous people coming together to celebrate RECONCILIATION and reconciling our differences.

The painting acknowledges that Australia is a very multicultural country and this message is immersed within the bright and vibrant colours of the artwork.



Message from the Executive Director

This first Innovate Reconciliation Action Plan for the staff of the office of Lutheran Education South Australia, Northern Territory and Western Australia (LESNW) calls us to embrace reconciliation and live out the Lutheran Education Australia values of love, justice, compassion, forgiveness, service, humility, courage, hope, quality and appreciation.

This plan challenges us to rekindle the authentic and respectful relationship that our very first Lutheran educators had with Aboriginal and Torres Strait Islander peoples and their communities. We acknowledge the need and responsibility to building strong partnerships with Aboriginal and Torres Strait Islander peoples through inclusive practices and respect and appreciation of their cultural heritage.

We are committed individually and collectively to the strategies and initiatives embedded in our Reconciliation Action Plan and recognise that our education and learning is fundamental to fulfilling its intentions.

John Proeve

Executive Director
Lutheran Education SA, NT & WA

Message from the Chair

Learning Communities within Lutheran Education South Australia, Northern Territory and Western Australia have strong contemporary and historical links with Indigenous communities. The development of this Reconciliation Action Plan adds further educational imperatives to this relationship.



An enriched understanding of Aboriginal and Torres Strait Islander peoples is considered by the LESNW to be a core feature of the cultural learning of all students and staff. It has therefore been a privilege and a responsibility to document a plan to increase our awareness of Indigenous Reconciliation matters.

Lutheran Education South Australia, Northern Territory and Western Australia has a deep respect for Aboriginal and Torres Strait Islander people and we pray that this document will serve to celebrate and strengthen these bonds.

Lester Saegenschnitter

Chair
Lutheran Education SA, NT & WA

Our Vision for RECONCILIATION

Lutheran Education South Australia, Northern Territory and Western Australia (LESNW) is a collaborative team enabling, encouraging and supporting our learning communities to be thriving, innovative providers of quality education in a Lutheran context.

Responding to God's grace we are committed to:

Serving
Building capability
Providing direction
Enhancing relationships
Learning

... to bring out the 'God colours' in the community (The Message Matt 5:14)

LESNW promotes a culture that honours and respects Aboriginal and Torres Strait Islander peoples through rich and inclusive relationships and learning opportunities that deepen knowledge and understanding of the diversity within and across Australia. This is founded on our strong belief that all people have inherent worth and value.

It is our vision for every person in our learning communities that they fully benefit from the opportunities that this learning affords and that they both experience and contribute to a fully reconciled, just and equitable Australia.



Our BUSINESS

Lutheran Education South Australia, Northern Territory and Western Australia is a collaborative team enabling, encouraging and supporting our learning communities to be thriving, innovative providers of quality education in this Lutheran context.

Lutheran education aims to inform people about the Christian message and encourage students to develop their gifts so they may use them in lifelong learning and service.

The oldest continuing Lutheran school was established in 1839 in South Australia and 8 had their beginnings in the nineteenth century. The number of Lutheran learning communities continues to grow and 14 have commenced in the last 20 years.

Today LESNW serves 45 schools and communities in South Australia, Northern Territory and Western Australia educating 14,500 students and employing 1500 people across the three states. Currently 15 Aboriginal and Torres Strait Islander staff are employed within the LESNW communities.

Our RECONCILIATION Action Plan

Lutheran Education South Australia, Northern Territory and Western Australia is committed to developing a Reconciliation Action Plan (RAP) as part of an ongoing commitment with Aboriginal and Torres Strait Islander students, families and communities. Because of our Christian calling and shared history, we strive to build relationships, respect and opportunities for all Lutheran learning communities and their students.

The formal development of our RAP publicly signals our ongoing commitment to the reconciliation process and to the First Nations Peoples and culture.

LESNW has a unique historic connection to Aboriginal and Torres Strait Islander students, families and communities through our schools and encourages each school community to participate in reconciliation initiatives such as National Reconciliation Week, Apology Breakfast and NAIDOC Week celebrations. As part of the learning we have been engaged in as an office while developing our RAP, attendance at these events has been made available to all staff.

Where appropriate, LESNW employees provide Acknowledgements of Country at significant events and encourage our learning communities to do likewise. Our RAP proposes to increase our awareness, understanding and participation in all reconciliation initiatives as appropriate to our organisation.

established a Reconciliation Working Group (RWG) comprising of LESNW Executive Director John Proeve, Educational Leadership Director Mignon Weckert and Education Leader Rod Wearn and two members of the LESNW Indigenous Education Committee Jayne Zadow and Kerry Taylor. Kerry is our Aboriginal and Torres Strait Islander representative.

Monica Williams from the Association of Independent Schools South Australia (AISSA) facilitated the first meeting to develop the RAP. Further development occurred within the RWG before providing LESNW staff with information about the RAP, its purpose and their role. The working party met regularly to refine the RAP in response to staff feedback.

The LESNW Indigenous Education Committee provides ongoing advisory support to the development and implementation of the LESNW RAP. John Proeve is our RAP 'champion' with a charter to actively advocate and promote our RAP and authentic reconciliation within and beyond our organisation.

In September 2016, the LESNW



Our RELATIONSHIPS

The values of Lutheran Education Australia; love, justice, compassion, service, humility, courage, hope, quality and appreciation are foundational to all relationships.

We are committed to growing our relationships with Aboriginal and Torres Strait Islander peoples and acknowledge the different skills and perspectives they bring so that together, our organisation may be one of innovation, success and excellence.

Our RELATIONSHIPS

ACTION	Deliverable	TIMELINE	RESPONSIBILITY
<i>RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting</i>	RWG oversees the development, endorsement and launch of the RAP	May 2017	John Proeve
	Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG	May 2017	Mignon Weckert
	Meet at least twice per year to monitor and report on RAP implementation	Review Feb 2018, Nov 2018 Feb 2019, Nov 2019	Mignon Weckert
	Establish Terms of Reference for the RWG	July 2017	John Proeve
<i>Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians</i>	Organise at least one internal event for NRW each year	May 2017 May 2018 May 2019	John Proeve
	NRW presentation of LESNW RAP to membership of the LESNW including creative expression of intent	May 2017	John Proeve
	Register the event via the Reconciliation Australia NRW website	May 2017 May 2018 May 2019	Jayne Zadow
	Support an external NRW event eg LESNW staff, RWG and Lutheran schools invited to attend SA Reconciliation Breakfast	May 2017 May 2018 May 2019	John Proeve
	Ensure our RWG have opportunity to participate in an external event to recognise and celebrate NRW	May 2017 May 2018 May 2019	Jayne Zadow
	Extend an invitation to Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories.	May 2018 May 2019	John Proeve



Our RELATIONSHIPS

ACTION	Deliverable	TIMELINE	RESPONSIBILITY
<i>Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes</i>	Develop and implement an engagement plan to work with our current Aboriginal and Torres Strait Islander stakeholders which will benefit students and their communities	Dec 2017	RWG
	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement	May 2018	RWG
	Identify Aboriginal and Torres Strait Islander organisations which have a purpose shared by LESNW to build relationships through meaningful and respectful interaction	Dec 2017	RWG
	Develop the relationship with Adelaide University and the Kaurna language project, seeking ways to build the connection with LESNW	Sept 2017	Rod Wearn

<i>Raise internal and external awareness of our RAP to promote reconciliation across our business and sector</i>	Implement and review a strategy to communicate our RAP to all internal and external stakeholders	May 2017	John Proeve
	Launch RAP in Reconciliation Week 2017 to the members of the LESNW	May 2017	John Proeve
	Promote reconciliation through ongoing active engagement with all stakeholders	Dec 2017 Dec 2018 Dec 2019	RWG
	LESNW promote and support member Learning Communities to understand the LESNW RAP and develop their own	Feb 2018 Feb 2019	LESNW Indigenous Education Committee
	LESNW promote the development and launch of RAPs in member learning communities.	Aug 2017 Aug 2018 Aug 2019	John Proeve



RESPECT



We believe Aboriginal and Torres Islander histories and cultures are foundational to our very understanding of what makes Australia unique in the world and our identity.

Aboriginal and Torres Islander peoples, cultures, lands and histories are respected, valued and honoured by Lutheran Education SA, NT and WA as part of our shared history and relationship with God.

RESPECT

ACTION	Deliverable	TIMELINE	RESPONSIBILITY
<i>Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements</i>	Develop and implement a cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business	July 2018	John Proeve
	Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural training	July 2018	LESNW Indigenous Education Committee
	Provide opportunities for RWG members, RAP Champions, HR Managers and other key leadership to participate in cultural training	Review Feb 2018, Nov 2018 Feb 2019, Nov 2019	Mignon Weckert
	Develop deeper understanding, protocols and documentation informing how to respectfully use English language to refer to Aboriginal and Torres Strait people and perspectives - and promote these to our member learning communities	July 2017	John Proeve

RESPECT

ACTION	Deliverable	TIMELINE	RESPONSIBILITY
<i>Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols such as Welcome to Country and Acknowledgement of Country to ensure there is a shared meaning</i>	Review, update and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country	Feb 2018	LESNW Indigenous Education Committee
	LESNW RWG review the advice provided on the LESNW website for Welcome to Country and Acknowledgement of Country and modify accordingly	Feb 2018	LESNW Indigenous Education Committee
	Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships	Feb 2018	LESNW Indigenous Education Committee
	Invite a Traditional Owner to provide a Welcome to Country at one or more significant events	Jun 2017 Jun 2018 Jun 2019	John Proeve
	Include Acknowledgement of Country at the commencement of internal and external meetings	Ongoing	John Proeve
	Train the LESNW Team in understanding and use of the Acknowledgement of Country with cross cultural training to aid in this	Sept 2017	John Proeve
	Organise and display an Acknowledgment of Country plaque in our office/s or on our office building	Jun 2018	LESNW Indigenous Education Committee

<i>Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week</i>	Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week	Apl 2017 Apl 2018 Apl 2019	RWG
	LESNW Team to consider how they may be involved in NAIDOC Week opportunities	Apl 2017 Apl 2018 Apl 2019	RWG



RESPECT

ACTION	Deliverable	TIMELINE	RESPONSIBILITY
<i>continued: Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week</i>	Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate in/ with their cultures and communities during NAIDOC Week	Apl 2017 Apl 2018 Apl 2019	RWG
	LESNW Team to seek feedback from Aboriginal and Torres Strait Islander staff re the opportunities to participate in NAIDOC Week and identify any barriers	APL 2018	John Proeve
	LESNW Team include dates of significance to Aboriginal and Torres Strait Islanders in LESNW learn, CS Connect, Update and News4Leaders	Ongoing	John Proeve
<i>Engage employees in understanding the significance of Aboriginal and Torres Strait Islander Spirituality and how it intersects with our Christian heritage and understanding</i>	Review our existing ongoing teacher accreditation programs (such as EQUIP) to establish that the language and materials are appropriate as well the degree to which Aboriginal & Torres Strait Islander Spirituality is presented and understood	Jun 2017	LESNW Education Team
	Engage our EQUIP presenters in developing a deeper understanding of the relationship between Christianity and Aboriginal and Torres Strait Islander Spirituality	Apl 2017 Apl 2018 Apl 2019	LESNW Education Team
	Engage our EQUIP presenters to inform and train our office staff in understanding Aboriginal & Torres Strait Islander Spiritual perspectives and understandings	Apl 2017 Apl 2018 Apl 2019	LESNW Education Team
	Engage our EQUIP presenters in further developing new training materials and resources to reflect our growing understanding of Aboriginal and Torres Strait Islander Spirituality	Apl 2018	LESNW Education Team

OPPORTUNITIES



Through our Christian calling and historical context, we are inspired to work in partnership with Aboriginal and Torres Strait Islander peoples, communities and organisations to create opportunities so that Aboriginal and Torres Strait Islander peoples can fulfil their hopes and dreams.

Lutheran Education SA, NT and WA and Aboriginal and Torres Strait Islander peoples will both be enriched through reciprocal relationships and the sharing of skills and perspectives.



OPPORTUNITIES

ACTION	Deliverable	TIMELINE	RESPONSIBILITY
<i>Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace</i>	Develop and implement an Aboriginal and Torres Strait Islander employment and retention strategy	Mar 2019	John Proeve
<i>Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities</i>	Determine a way to engage with Aboriginal and Torres Strait Islander staff to seek their advice on employment strategies and ascertain their needs in professional development. Where appropriate, this may form part of the LESNW learning community engagement plan	Jan 2019	LESNW Indigenous Education Committee
	Advertise all vacancies in Aboriginal and Torres Strait Islander media	Ongoing	John Proeve
	Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace	Apl 2018	LESNW Indigenous Education Committee
	Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development	Ongoing	John Proeve



OPPORTUNITIES

ACTION	Deliverable	TIMELINE	RESPONSIBILITY
<i>Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation</i>	Review procurement policies and procedures to identify barriers to Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services	Apl 2018	RWG
	Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services	Feb 2018	RWG
	Develop one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business	May 2018	John Proeve
	Investigate Supply Nation membership	Apl 2018	John Proeve
	Identify and promote Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships)	Ongoing	LESNW Indigenous Education Committee
<i>Support Aboriginal and Torres Strait Islander students in their academic and post-schooling endeavours</i>	Support all learning community career counselling staff in their understanding of employment opportunities and programs for Aboriginal and Torres Strait Islander students so these opportunities are made known to their students	Feb 2018	RWG
	Support scholarships for Aboriginal and Torres Strait Islander students	May 2018	John Proeve
<i>Support Aboriginal and Torres Strait Islander within LESNW</i>	Support Aboriginal and Torres Strait Islander leadership	Apl 2018	John Proeve
	Investigate, acknowledge and tell the stories of the involvement of Aboriginal and Torres Strait Islander peoples in governance and leadership positions within the LESNW	Ongoing	LESNW Indigenous Education Committee

Our RECONCILIATION Action Plan

ACTION	Deliverable	TIMELINE	RESPONSIBILITY
<i>Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report</i>	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually	May 2018 May 2019	RWG
	Investigate participating in the RAP Barometer	May 2018 May 2019	RWG
Publically report our RAP achievements, challenges and learnings	Publically report our RAP achievements, challenges and learnings	Annual General Meetings - May 2018 - May 2019	John Proeve
Review, refresh and update RAP	Review, refresh and update RAP based on learnings	Nov 2018	RWG
	Investigate Supply Nation membership	Feb 2019	RWG

Contact details for public enquiries about our RAP

Name: John Proeve
Position: Executive Director
Phone: Lutheran Education SA, NT & WA
Email: john.proeve@lesnw.edu.au

